



# WASHOE COUNTY

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CM/ACM \_\_\_\_\_  
Finance \_\_\_\_\_  
DA \_\_\_\_\_  
Risk Mgt. \_\_\_\_\_  
HR \_\_\_\_\_  
Other \_\_\_\_\_

## STAFF REPORT BOARD MEETING DATE: December 9, 2014

**DATE:** November 4, 2014

**TO:** Board of County Commissioners

**FROM:** John Listinsky, Director of HR/Labor Relations  
328-2089, [jlistinsky@washoecounty.us](mailto:jlistinsky@washoecounty.us)

**THROUGH:** Joey Orduna Hastings, Assistant County Manager  
328-2000, [jhastings@washoecounty.us](mailto:jhastings@washoecounty.us)

**SUBJECT:** Recommendation to approve a revision to the accrual and crediting terms of Personal Leave, beginning in 2015, from annual accrual (Pay Period #1 through Pay Period #26/#27) and credited in the first full pay period in January) to semi-annual accrual (Pay Period #1 through #13 credited in July and Pay Period #14 through #26/#27 credited in January) for Unclassified Management; Non-Represented Confidential, Confidential Attorney's, Chief Deputies, Juvenile Services, Second Judicial District Court, and Justice Court employees (including Justice of the Peace) commensurate with several recently negotiated agreements such as the Washoe County Employees Association (WCEA); the Washoe County Nurses Association (WCNA); the Washoe County District Attorney Investigator's Association (WCDAIA) and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA). (All Commission Districts)

### SUMMARY

Recommendation to approve a revision to the accrual and crediting terms of Personal Leave, beginning in 2015, from annual accrual (Pay Period #1 through Pay Period #26/#27) and credited in the first full pay period in January) to semi-annual accrual (Pay Period #1 through #13 credited in July and Pay Period #14 through #26/#27 credited in January) for Unclassified Management; Non-Represented Confidential, Confidential Attorney's, Chief Deputies, Juvenile Services, Second Judicial District Court, and Justice Court employees (including Justice of the Peace) commensurate with several recently negotiated agreements such as the Washoe County Employees Association (WCEA); the Washoe County Nurses Association (WCNA); the Washoe County District Attorney Investigator's Association (WCDAIA) and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA).

**Washoe County Strategic Objective supported by this item:** Valued, engaged employee workforce.

AGENDA ITEM # 841

## **PREVIOUS ACTION**

On June 24, 2014, the Board ratified the WCSSDA Labor Agreement for the period July 1, 2014 through June 30, 2016 and approved a 2% Cost of Living base wage adjustment and Salary Structure adjustment effective July 1, 2014, a 1% Cost of Living base wage adjustment effective January 1, 2015; and approved revising the accrual and crediting terms of Personal Leave from annual to semi-annual.

On June 24, 2014, the Board ratified the WCNA Labor Agreements for the period July 1, 2014 through June 30, 2015 and approved cost of living base wage adjustments; paid a recognition one-time only lump sum payment of \$1,000 for eligible employees; and approved revising the accrual and crediting terms of Personal Leave from annual to semi-annual.

On June 17, 2014, the Board approved a 1.5% Cost of Living base wage adjustment effective July 1, 2014 and a 1% Cost of Living base wage adjustment effective January 1, 2015; and paid a recognition one-time only lump sum payment of \$1,000 for eligible full-time employees and \$500 for eligible part-time employees for Unclassified Management and Non-Represented Confidential employees.

On June 17, 2014, the Board approved a 1.5% Cost of Living base wage adjustment effective July 1, 2014 and a 1% Cost of Living base wage adjustment effective January 1, 2015; and paid a recognition one-time only lump sum payment of \$1,000 for eligible full-time employees and \$500 for eligible part-time employees for Non-Represented Juvenile Services, Second Judicial District Court, and Justice Court employees (excluding Justice of the Peace).

On June 17, 2014, the Board ratified the WCEA Labor Agreements for the period July 1, 2014 through June 30, 2015 and approved Cost of Living base wage adjustments; paid a recognition one-time only lump sum payment of \$1,000 for eligible full-time employees and \$500 for eligible part-time employees; and approved revising the accrual and crediting terms of Personal Leave from annual to semi-annual.

On June 17, 2014, the Board ratified the WCDAIA Labor Agreements for the period July 1, 2014 through June 30, 2015 and approved a 2% Cost of Living base wage adjustment effective July 1, 2014 and a 1% Cost of Living base wage adjustment effective January 1, 2015; paid a recognition one-time only lump sum payment of \$700 for eligible full-time employees, and approved revising the accrual and crediting terms of Personal leave from annual to semi-annual.

Also on June 17, 2014, the Board approved the same salary and benefits as outlined above for the Chief Investigator (DA).

## **BACKGROUND**

The recommendation to approve a revision to the accrual and crediting terms of Personal Leave, beginning in 2015, from annual accrual (Pay Period #1 through Pay Period #26/#27) and credited in the first full pay period in January) to semi-annual accrual (Pay Period #1 through #13 credited in July and Pay Period #14 through #26/#27 credited in January) for Unclassified Management; Non-Represented Confidential, Confidential

Attorney's, Chief Deputies, Juvenile Services, Second Judicial District Court, and Justice Court employees (including Justice of the Peace) is the same as the applicable provisions in the approved Collective Bargaining Agreements with the Washoe County Employees Association (WCEA); the Washoe County Nurses Association (WCNA); the Washoe County District Attorney Investigator's Association (WCDAIA) and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA).

Represented employees employment provisions are primarily governed by provisions within their negotiated contracts; Unclassified Management and Non-Represented employees are primarily governed by the Washoe County Code. However, the Board of County Commissioners has in the past adopted the same salary and benefits for unrepresented employees as have been negotiated for represented employees.

### **FISCAL IMPACT**

There is no fiscal impact associated with this recommendation.

### **RECOMMENDATION**

Recommendation to approve a revision to the accrual and crediting terms of Personal Leave, beginning in 2015, from annual accrual (Pay Period #1 through Pay Period #26/#27) and credited in the first full pay period in January) to semi-annual accrual (Pay Period #1 through #13 credited in July and Pay Period #14 through #26/#27 credited in January) for Unclassified Management; Non-Represented Confidential, Confidential Attorney's, Chief Deputies, Juvenile Services, Second Judicial District Court, and Justice Court employees (including Justice of the Peace) commensurate with several recently negotiated agreements such as the Washoe County Employees Association (WCEA); the Washoe County Nurses Association (WCNA); the Washoe County District Attorney Investigator's Association (WCDAIA) and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA).

### **POSSIBLE MOTION**

Should the Board approve this recommendation, a possible motion would be:

Move to approve a revision to the accrual and crediting terms of Personal Leave, beginning in 2015, from annual accrual (Pay Period #1 through Pay Period #26/#27) and credited in the first full pay period in January) to semi-annual accrual (Pay Period #1 through #13 credited in July and Pay Period #14 through #26/#27 credited in January) for Unclassified Management; Non-Represented Confidential, Confidential Attorney's, Chief Deputies, Juvenile Services, Second Judicial District Court, and Justice Court employees (including Justice of the Peace) commensurate with several recently negotiated agreements such as the Washoe County Employees Association (WCEA); the Washoe County Nurses Association (WCNA); the Washoe County District Attorney Investigator's Association (WCDAIA) and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA).

Copy: Cathy Hill, Interim District Court Administrator/Clerk of Court  
Steve Tuttle, Justice Court Administrator – Reno  
Janine Baker, Justice Court Administrator – Sparks  
E. Alan Tiras, Justice of the Peace, Incline Village/Crystal Bay

Terry Graham, Justice of the Peace, Wadsworth  
Frank Cervantes, Director of Juvenile Services  
Timothy Kuzanek, Undersheriff, Washoe County Sheriff's Office  
Dick Gammick, District Attorney